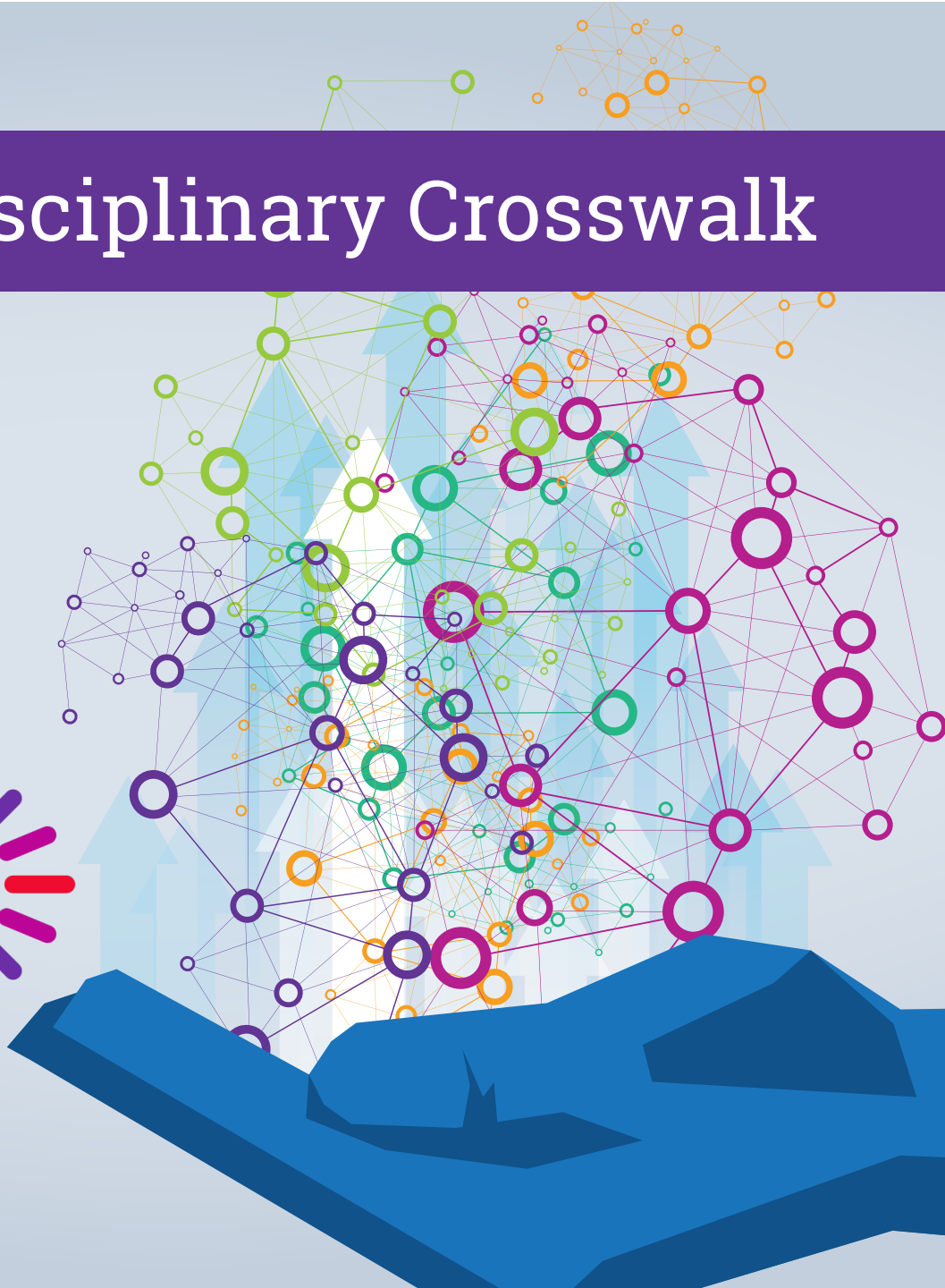



Multi-Disciplinary Crosswalk



FORMERLY CALIFORNIA INSTITUTE FOR
NURSING & HEALTH CARE (CINHC)





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Developing a Multi-Disciplinary Crosswalk

The *Multi-Disciplinary Crosswalk* will be used by health care professionals and institutions as well as academic institutions and faculty to understand the value each profession can bring to the health care team. The crosswalk can be used to assist in determining which health care professionals would be best suited to fill roles within various care delivery models. Helping health care providers understand the scope and capacity of each professional will help to ensure that the right person is available to provide the appropriate level of care at the time the service is needed. Further developing the concepts associated with the provision of interprofessional care will help to promote new creativity in the development of care delivery models, increasing access and improving quality of care. The crosswalk will enable health care leaders to review scope, licensure, and cost associated with the utilization of each professional, which is key to utilizing team members appropriately to the fullest extent allowed.

The licensing and certification crosswalk for the interprofessional team will inform the larger work helping to define the value of nursing. The value of nursing work includes the creation of educational messaging sharing the definition of the registered nurse, as well as the development of a health care return on investment (ROI) calculator. Together, the *Value of Nursing Project: Phase I* and the *Multi-Disciplinary Crosswalk* will help to inform the general public about the value of the registered nurse (RN) to the care delivery team in terms that are easily understood. The crosswalk will enhance the health care professional's understanding of the roles each provider can play on the care delivery team by creating an "at a glance" reference from which health care leaders can choose participants for care delivery. They can then test the financial viability of the new care delivery model utilizing the ROI calculator to determine the viability of the business case, assessing the value associated with the proposed model of care, given the costs and savings anticipated.

HOW TO USE THE MULTI-DISCIPLINARY CROSSWALK

The *Multi-Disciplinary Crosswalk* contains the following information within the body of the spreadsheet:

- Profession/Licensure Information
- Regulatory Agency Governance
- Locations of Practice
- Summary Scope and Standards of Practice
- Average Annual Salary (CA)

The health care leader should review the *Multi-Disciplinary Crosswalk* when investigating the efficiency and effectiveness of new care delivery models or changes to internal operational configurations. The leader should review the overall scope and standards of the professionals associated with the operation and determine which professional(s) can provide the services necessary to institute the care model being considered. If more than one professional with the capability under their legal scope and standards can provide the service, the leader is able to review the costs, level of quality, and flexibility that each profession can provide to the care practice that is being considered. The *Multi-Disciplinary Crosswalk* should be used as a tool to determine all available possibilities and ramifications when creating care delivery models/operations.

Acupuncturist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Acupuncture Board of California 916.515.5200 www.acupuncture.ca.gov	Private Office	<p>An Acupuncturist stimulates a certain point or points on or near the surface of the body by the insertion of needles to prevent or modify the perception of pain or to normalize physiological functions, including pain control, for the treatment of certain diseases or dysfunctions of the body and includes the techniques of electroacupuncture, cupping, and moxibustion.</p> <p>Acupuncturists also perform: Asian massage, acupressure, breathing techniques, exercise, heat, cold, magnets, nutrition, diet, herbs, plant, animal, and mineral products, and dietary supplements to promote, maintain, and restore health.</p>	\$68,000 Annual	None	<p>Physician</p> <p>Doctor of Osteopathy</p> <p>Podiatrist</p> <p>Dentist</p>

Audiologist/Dispensing Audiologist

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Profession	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Audiologist	Department of Consumer Affairs Speech-Language Pathology & Audiology & Hearing Aid Dispensers Board 916.263.2666 www.speechandhearing.ca.gov	Hospital Rehabilitation Facility Long-Term Care Facility Community Clinic Private Clinic School Patient Home Armed Services	Audiology is the (1) application of principles, methods, and procedures of measurement, testing, appraisal, prediction, consultation, counseling, and instruction related to auditory, vestibular, and related functions and the modification of communicative disorders involving speech, language, auditory behavior, or other aberrant behavior resulting from auditory dysfunction, (2) the planning, directing, conducting, supervising, or participating in programs of identification of auditory disorders, hearing conservation, cerumen removal, aural habilitation, and rehabilitation. The role of the Audiologist includes hearing aid recommendation and evaluation procedures, including, but not limited to, specifying amplification requirements and evaluation of the results thereof, auditory training, and speech reading, and the selling of hearing aids.	\$80,000 Annual	None	Registered Nurse May perform hearing tests in newborns and in schools
Dispensing Audiologist*			*A "dispensing audiologist" is a person who is authorized to sell hearing aids pursuant to his or her audiology license.	\$36,000 Annual		

Certified Nurse Midwife

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>California Board of Registered Nursing</p> <p>916.322.3350</p> <p>www.rn.ca.gov</p>	<p>Private Office</p> <p>Physician Office</p> <p>Clinic</p> <p>Client Home</p> <p>Maternity Home</p> <p>Birth Center</p> <p>Hospital</p>	<p>Nurse-midwifery practice as practiced by Certified Nurse Midwives (CNMs) is the independent, comprehensive management of women's health care in a variety of settings focusing particularly on pregnancy, childbirth, the postpartum period. It also Includes care of the newborn, and the family planning and gynecological needs of women throughout the life cycle.</p> <p>Certified nurse-midwives (CNMs) are providers of primary health care for women and newborns. Primary care by CNMs incorporates all of the essential factors of primary care and case management, which includes evaluation, assessment, treatment and referral as required. CNMs are often the initial contact for the provision of integrated, accessible health care services to women, and they provide such care on a continuous and comprehensive basis by establishing a plan of management with the woman for her ongoing health care.</p> <p>The nurse-midwifery certificate authorizes the CNM to provide prenatal, intrapartum and post-partum care, including interconception care and family planning. The nurse-midwifery certificate also authorizes the CNM to attend cases of normal childbirth on his or her own responsibility, as well as immediate care for the newborn. CNM care includes preventative measures and the detection of abnormal conditions in mother and child. CNMs cannot assist childbirth by any artificial, forcible, or mechanical means, or performance of any version.</p> <p>CNMs practice in collaboration and consultation with physicians as indicated. The degree of collaboration in this team approach depends upon the medical needs of the individual woman or infant and the practice setting. All complications shall be referred to a physician immediately. The CNM provides emergency care until physician assistance can be obtained.</p> <p>(CONTINUED)</p>	\$137,000 Annual	None	<p>Physician</p> <p>Nurse Practitioner</p> <p>Physician Assistant</p> <p>Medical Assistant</p>

Summary of Scope of Practice, Standard of Practice Services Provided

By law, nurse-midwifery care requires the supervision of a licensed physician and surgeon, but supervision does not require physical presence of the physician. CNMs are not authorized to practice medicine and surgery.

For practices and procedures that overlap the practice of nurse-midwifery into medicine, standardized procedures must be developed and approved by the three entities of the CNM, physician and practice setting administration.

The certificate to practice nurse-midwifery authorizes the holder to perform and repair, by protocol, episiotomies, and to repair first-degree and second-degree lacerations of the perineum a licensed acute care hospital and licensed alternate birth center.

CNM may obtain and utilize a “furnishing number” from the Board of Registered Nursing. “Furnishing” is the ordering of a drug or device in accordance with standardized procedure or protocol and transmitting of an order of a supervising physician and surgeon. Drugs or devices furnished or ordered by a certified nurse-midwife may include Schedule II or III controlled substances under the California Uniform Controlled Substances Act.

CNMs may sign birth certificates.

CNM may sign the certificate substantiating the applicant’s disability for the placard.

CNW may now provide the patient with information by means of a standardized written summary that is published by the State Department of Public Health about the positive and negative aspects of receiving autologous blood and direct and nondirected homologous blood from volunteers.

A supervising physician and surgeon at the community clinic or free clinic may, at his or her discretion, in consultation with the CNMs provide written instructions to be followed by a medical assistant in the performance of tasks or supportive services. The written instructions may provide that a supervisory function of the medical assistant for these tasks or supportive services may be delegated to the CNM and that tasks may be performed when the supervising physician and surgeon are not on site.

Certified Nursing Assistant

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
California Department of Public Health 916.558.1784 http://www.cdph.ca.gov	Skilled acute care, long-term care, sub-acute rehabilitation	<p>Performs basic patient care services directed at the safety, comfort, personal hygiene, and protection of patients.</p> <p>These services shall not include any services which may only be performed by a licensed person and shall be performed under the supervision of a registered nurse or a licensed vocational nurse.</p>	\$33,000 Annual	Unit Clerk Sitter ECG Technician	Registered Nurse Licensed Vocational Nurse Home Health Aide (with additional 40 training and education hours)

Certified Registered Nurse Anesthetist

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License/ Certifica- tion	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
LICENSE: Registered Nurse CERTIF- ICATE: Advance Practice Registered Nurse– Nurse Anesthe- tist	California Board of Registered Nursing 916.322.3350 www.rn.ca. gov	Hospital Ambulatory Surgery Center Dental/ Podiatry/ Plastic Sur- gery Office Pain Manage- ment Clinics	<p>Certified Registered Nurse Anesthetists (CRNAs): (1) perform and document thorough pre-anesthesia assessments and evaluations, including requesting consultations and diagnostic studies; (2) obtain and document informed consent for planned anesthetic intervention from the patient or legal guardian, or verify that informed consent has been obtained and documented by a qualified professional; (3) formulate a patient-specific plan for anesthesia care; (4) initiate the anesthetic technique that may include general, regional, or local anesthesia, with or without sedation; (5) perform and manage regional anesthetic techniques including, but not limited to, subarachnoid, epidural and caudal blocks; plexus, major and peripheral nerve blocks; intravenous regional anesthesia; transtracheal, topical, and local infiltration blocks, intracapsular, intercostal and ocular blocks, and use of devices that aid in the placement of the block; (6) implement and adjust the anesthesia care plan based on the patient's physiologic status; (7) continuously assess the patient's response, through invasive and non-invasive monitoring modalities, to the anesthetic, surgical intervention, or procedure; (8) intervene as required to maintain the patient in optimal physiologic condition; (9) monitor, evaluate, and document the patient's physiologic condition as appropriate for the type of anesthesia and specific patient needs; (10) attend to the patient continuously until the responsibility of care has been accepted by another anesthesia professional.</p> <p>CRNAs in California area allowed to administer anesthesia without physician supervision.</p>	\$200,000 Annual	Researcher Educator	Physician

Chiropractor

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Board of Chiropractic Examiners 916.263.5355 www.chiro.ca.gov	Private practice Health and Wellness Center Sports Team Pain Center Private and Community Hospital Veterans Administration Hospital	Chiropractor may: (1) manipulate and adjust the spinal column and other joints of the human body and in the process thereof a chiropractor may manipulate the muscle and connective tissue related thereto; (2) may use all necessary mechanical, hygienic, and sanitary measures incident to the care of the body, including, but not limited to, air, cold, diet, exercise, heat, light, massage, physical culture, rest, ultrasound, water, and physical therapy techniques in the course of chiropractic manipulations and/or adjustments; (3) treat any condition, disease, or injury in any patient, including a pregnant woman, and may diagnose, so long as such treatment or diagnosis is done in a manner consistent with chiropractic methods and techniques and so long as such methods and treatment do not constitute the practice of medicine by exceeding the legal scope of chiropractic practice.	\$162,000 Annual	None	None

Clinical Laboratory Scientist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>California Department of Public Health</p> <p>916.558.1784</p> <p>www.cdph.ca.gov</p>	<p>Hospital</p> <p>Outpatient Office</p> <p>Diagnostic Laboratory</p> <p>Physician's Office</p> <p>College/University</p>	<p>Clinical Laboratory Scientists: (1) ensure that appropriate clinical laboratory tests are ordered; (2) procure clinical laboratory test samples in an efficient and timely manner; (3) produce accurate clinical laboratory test results; (4) correlate and interpret clinical laboratory test data; (5) disseminate clinical laboratory test information to clinicians and patients in a timely manner; (6) evaluate the outcome of clinical laboratory testing for each individual patient and the entire healthcare system; (7) utilize qualified medical laboratory personnel to assess, design, evaluate and implement new clinical laboratory testing methods; (8) evaluate the appropriateness of existing and new clinical laboratory methods for clinical utility, cost-effectiveness and cost-benefit analysis; (9) develop, implement, and report results of clinical laboratory research; (10) design and implement cost-effective delivery models for clinical laboratories, including their services and personnel; (11) develop and implement a comprehensive Quality Management System to include: Quality control and assurance of clinical laboratory testing services; Competency assessment of personnel; Integration with other aspects of the healthcare delivery system for ensuring appropriate utilization of clinical laboratory testing services; Continuous process improvement activities to effectively utilize human resources.</p> <p>Clinical Laboratory Scientists also design, implement and evaluate academic curricula for the education of new medical laboratory professionals and for advanced education and career growth opportunities for medical laboratory professionals.</p>	<p>\$70,000 Annual</p>	<p>None</p>	<p>Phlebotomy</p>

Clinical Nurse Specialist

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License/ Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>LICENSE: Registered Nurse</p> <p>CERTIFICATE: Clinical Nurse Specialist</p>	<p>California Board of Registered Nursing</p> <p>916.322.3350</p> <p>www.rn.ca.gov</p>	<p>Hospital Clinic</p> <p>Rehabilitation Facility</p> <p>Skilled Long-Term Care Facility</p> <p>Dialysis Center</p> <p>Mental Health Facility</p> <p>Home</p>	<p>The Clinical Nurse Specialist (CNS) is a clinical expert in evidence-based nursing within a specialty area (oncology, pediatrics, geriatrics, psychiatric/mental health, adult health, acute/critical care, and community health). The specialty may focus on individuals, populations, settings, type of care, type of problem, or diagnostic systems subspecialty. The CNS practices autonomously and integrates knowledge of disease and medical treatments into assessment, diagnosis, and treatment of patients' illnesses.</p> <p>The CNS designs, implements, and evaluates both patient-specific and population-based programs of care. The CNS provides leadership in advancing the practice of nursing to achieve quality and cost-effective patient outcomes as well as leadership of multidisciplinary groups in designing and implementing alternative solutions that address system problems and/or patient care issues. As direct caregiver performs comprehensive assessments. The CNS serves as a patient advocate, consultant, and researcher.</p> <p>The CNS has no prescriptive authority in California.</p>	<p>\$98,500 Annual</p>	<p>Diabetes Specialist</p> <p>Education</p> <p>Case Management</p> <p>Research</p>	<p>Nurse Practitioner</p>

Community Health Worker

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License/ Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>CAN OBTAIN THREE TYPES OF CERTIFICATION:</p> <p>Community Health Worker Certification</p> <p>Post Prison Health Worker Certification</p> <p>Youth Worker Certification</p>	Unregulated	<p>City and County Government</p> <p>Outpatient Care Center</p> <p>Physician's Office</p> <p>Hospitals</p> <p>Individual and Family Services</p> <p>Ambulatory Health Care Center</p> <p>Outpatient Mental Health and Substance Abuse Center</p>	<p>A Community Health Worker (CHW) is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. This trusting relationship enables the CHW to:</p> <p>Serve as a liaison/link/intermediary between health/social services and the community</p> <p>Facilitate access to services and improve the quality and cultural competence of service delivery</p> <p>Build individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities, such as, outreach, community education, informal counseling, social support and advocacy</p> <p>Provide services such as first aid and blood pressure screening.</p> <p>Collect data to help identify community health needs</p>	\$43,610 Annual	<p>Case Manager</p> <p>Health Navigator</p> <p>Lay Health Advisor</p> <p>Diabetes Educator</p> <p>Asthma Outreach Specialist</p> <p>HIV/STD Group Facilitator</p>	<p>Registered Nursing roles such as Case Management and Education</p> <p>Outreach Worker</p>

Community Outreach Worker

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License/ Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
None Requires Bachelor's degree in the Social Sciences	Unregulated	Nonprofit Organization Shelter	The Community Outreach worker works with nonprofits or governmental organizations to engage and educate the community about the organization and its goals and mission. The Community Outreach Worker is the primary point of contact and organizer of volunteers, who are recruited at various community events, including fundraising events. The Community Outreach Worker also designs and implements these programs and events. The Community Outreach Worker also acts as a liaison with community partners and volunteer education.	\$38,000 Annual	None	None

Dentist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>Dental Board of California www.dca.ca.gov 916.263.2300</p> <p>American Dental Society of Anesthesiology www.adsahome.org</p>	Dental Clinic Hospital	The diagnosis or treatment, by surgery or other methods, of the human teeth, alveolar process, gums, jaws, or associated structures; and such diagnosis or treatment may include all necessary related procedures as well as the use of drugs, anesthetic agents, and physical evaluation.	\$177,000 Annual	Surgeon Anesthetist	<p>Maxillofacial Surgery</p> <p>Cosmetic Surgery</p> <p>Anesthesia</p> <p>Completion of:</p> <p>a. Continuous full-time participation in a Residency in Dental Anesthesiology Program acceptable to the ADSA Board of Directors</p> <p>OR</p> <p>b. An accredited Oral and Maxillofacial surgery residency</p>

Dental Assistant (Registered)

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License/ Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Completion of a post-licensure clinical and didactic training program approved by the board and satisfactory performance on an examination designated by the board for registered dental assistant in extended functions.	Dental Board of California 916.263.2300 www.dbc.ca.gov	Primary Practice Clinic Hospital Dental Center	Performs the following procedures under the supervision of a licensed dentist: Mouth-mirror inspections of the oral cavity which includes the charting of obvious lesions, existing restorations and missing teeth; application and activation of bleaching agents using non-laser light-curing device; uses automated caries detection devices; obtains intra-oral images; performs pulp vitality testing, places bases, liner, and bonding agents; chemically prepares teeth for bonding; places, adjusts, and finishes direct provisional restorations; fabricates, adjusts, cements and removes indirect provisional restorations, including stainless steel crowns; places post-extraction dressings; places periodontal dressings; dries endodontically treated canals using absorbent paper points; adjusts dentures extra-orally; removes excess cement from surfaces of teeth with hand instrument; polishes coronal surfaces of teeth; places ligature ties and arch wires; removes orthodontic bands.	\$68,000 Annual	Unlicensed Dental Assistant Registered Dental Assistant	Orthodontic Assistant Extended Functions: Perform visual preliminary intra-oral and extra-oral evaluation of soft tissue; determines classification of occlusion for preliminary evaluation; conducts preliminary myofunctional evaluation of the head and neck; places retraction cord for impression procedures; selects size and fits endodontic master point and accessory points; cements endodontic master and accessory points; takes final impressions for permanent indirect restorations and toothborne removable prostheses; places, contours, adjusts, finishes, and polishes direct restorations; preliminary adjustments of permanent indirect restorations prior to cementation; cements permanent indirect restorations; performs final adjustment of permanent indirect restorations after cementation; allowable duties of dental sedation.
				In Extended Functions \$70,000 Annual		

Dental Assistant (Unlicensed)

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Dental Board of California www.dbc.ca.gov 916.263.2300	Primary Practice Clinic Hospital Dental Center	Performs basic supportive dental procedures, specified by regulations under the supervision of a licensed dentist, because of their technically elementary characteristics, complete reversibility and inability to precipitate potentially hazardous conditions for the patient being treated.	\$35,000 Annual	None	None

Dental Hygienist (Registered)

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Profession	License/ Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Registered Dental Hygienist	License	Dental Hygiene Committee of California www.dhcc.ca.gov 916.263.1978	Primary Practice Clinic	Clean teeth, examine patients for signs of oral diseases such as gingivitis, and provide other preventive dental care. They also educate patients on ways to improve and maintain good oral health.	\$70,000 Annual	None	None
Registered Dental Hygienist in Alternative Practice	Board approved program in extended functions		School Skilled Nursing Facility Hospital Private Home Private Practice	All of the above outside a traditional dental office.	\$73,000 Annual		

Dialysis Technician

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
California Department of Public Health 916.552.8785 www.cdph.ca.gov	End Stage Renal Disease Center Hospitals Outpatient Clinic Home Dialysis Setting	Dialysis Technicians perform venipuncture and arterial puncture for the purpose of providing dialysis treatment for a patient. The treatment of patients includes the administration of local anesthetics, heparin, and sodium chloride solutions. The administration of these medications shall be pursuant to protocol established by the medical director of the hemodialysis clinic or unit and shall be under the immediate supervision of a licensed physician and surgeon or a licensed registered nurse. The administration of local anesthetics shall be limited to intradermal, subcutaneous, or topical administration.	\$40,000 Annual	None	Registered Nurse with Nephrology Nursing Certification Licensed Vocational with Nephrology Nursing Certification

Direct Services Social Worker (Unlicensed Social Worker)

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License/ Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>EDUCATION:</p> <p>Entry Level is Bachelor's degree with a Council on Social Work Education (CSWE) accredited program.</p>	None	<p>Hospital</p> <p>Outpatient Clinic</p>	<p>There is limited and vague information on the role and scope of a social worker without a MSW or license in California.</p> <p>Each state has the privilege of setting the scope of practice for social workers at different steps on the career ladder. Baccalaureate social workers often do:</p> <ul style="list-style-type: none"> • Case management and intake and connect individuals with resources in their community. • Take on 'macro' roles like community organization or program management. • They may be allowed to offer counseling in some circumstances—when it relates to life adjustment and decision-making. 	\$51,000 Annual	None	None

Educational Psychologist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Board of Behavioral Sciences 916.574.7830 www.bbs.ca.gov	Public School Private School Clinic Pediatric/ Adolescent Facility Camp College/ University Training Program Corporation	Educational Psychology is the performance of any of the following professional functions pertaining to academic learning processes or the education system or both: (a) Educational evaluation; (b) Diagnosis of psychological disorders related to academic learning processes; (c) Administration of diagnostic tests related to academic learning processes including tests of academic ability, learning patterns, achievement, motivation, and personality factors; (d) Interpretation of diagnostic tests related to academic learning processes including tests of academic ability, learning patterns, achievement, motivation, and personality factors; (e) Providing psychological counseling for individuals, groups, and families; (f) Consultation with other educators and parents on issues of social development and behavioral and academic difficulties; (g) Conducting psychoeducational assessments for the purposes of identifying special needs; (h) Developing treatment programs and strategies to address problems of adjustment; (i) Coordinating intervention strategies for management of individual crises.	\$70,000 Annual	Counselor Faculty Development Career Counselor School Counselor	None

Emergency Medical Technician

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
California Emergency Medical Services Authority 916.322.4336 www.emsa. ca.gov	Ambulance Cruise Ship	Paramedics perform Basic Life Support, optional skills that vary by county, (such as medication administration), pain assessment, advanced first aid and OTC medication with Local Medical Services Agency approval, transportation of ill and injured persons, use of adjunct breathing aids, administration of oxygen, automated external defibrillator, cardiopulmonary resuscitation, use of tourniquets and hemostatic dressings for bleeding control, pulse oximetry, humidifiers, continuous positive airway pressure (PEEP).	\$37,000 Annual	None	Physicians Registered Nurses Respiratory Therapist

Home Health Aide

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
California Department of Public Health 916.558.1784 http://www.cdph.ca.gov	Home Hospice	Provides personal care services in the patient's home, provided under a plan of treatment under the supervision of an RN.	\$32,000 Annual	None	Registered Nurse Licensed Vocational Nurse Certified Nursing Assistant

Licensed Clinical Social Worker

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License/ Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>EDUCATION:</p> <p>Required Master of Social Work (MSW) from a school of social work accredited by the Commission on Accreditation of the Council on Social Work Education (CSWE) and two years of supervised post-master's experience.</p>	<p>CA Board of Behavioral of Sciences (BBS)</p> <p>916.574.7830</p> <p>www.bbs.ca.gov</p>	<p>Hospital</p> <p>Outpatient Clinic</p> <p>Licensed Healthcare Facility</p> <p>Government agency</p> <p>School/ College</p> <p>Nonprofit</p> <p>Corporation</p> <p>Private Practice</p>	<p>Social Work is defined as a service in which a special knowledge of social resources, human capabilities, and the part that unconscious motivation plays in determining behavior is directed at helping people to achieve more adequate, satisfying, and productive social adjustments.</p> <p>The types of services provided are: (1) counseling using applied psychotherapy with individuals, families or groups; (2) providing information of referral services; (3) arranging for provision of services; (4) interpreting psychological aspects in various situations of individuals and groups; (5) helping communities to improve social or health services; and (6) research.</p>	<p>\$66,000 Annual</p>	<p>Case Management</p>	<p>In response to Dept. of Corrections and Rehabilitation (CDCR) to change title and broaden education and licensing qualifications of LMFT. This would allow LMFT to be considered in hiring process for CDCR.</p>

Licensed Midwife

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Medical Board of California 916.263.2382 www.mbc.ca.gov	Private Office Physician Office Clinic Client Home Maternity Home Birth Center Hospital	<p>Licensed Midwives attend cases of normal pregnancy and childbirth to provide prenatal, intrapartum, and postpartum care, including family-planning care, for the mother, and immediate care for the newborn.</p> <p>The practice of midwifery does not include the assisting of childbirth by any artificial, forcible, or mechanical means, nor the performance of any version of these means.</p> <p>Licensed midwives have an independent scope of practice. Midwives are not authorized to practice medicine or to perform surgery. They work in collaboration and consultation with physicians as indicated. Complications are referred to a physician immediately. The Licensed Midwife may continue to counsel, support, and advise the client at her request.</p>	\$110,000 Annual	None	Physician Certified Nurse Midwife

Licensed Psychiatric Technician

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>The California Board of Vocational Nursing and Psychiatric Technicians</p> <p>916.263.7800</p> <p>www.bvnpt.ca.gov</p>	<p>State Hospital</p> <p>Day Treatment Center</p> <p>Development Center</p> <p>Correctional Facility</p> <p>Psychiatric Hospitals and Clinic</p> <p>Geropsychiatric Center</p> <p>Resident Care Facility</p> <p>Vocational Training Center</p>	<p>Licensed Psychiatric Technicians are entry-level health care providers who are responsible for the care of mentally disordered and developmentally disabled clients. They practice under the direction of a physician, psychologist, rehabilitation therapist, social worker, registered nurse or other professional personnel. Licensed Psychiatric Technicians assist with activities of daily living, provide basic nursing care, medications, participate in treatment plan development and implementation, individual and group therapy, and behavioral management.</p>	<p>\$40,000 Annual</p>	<p>Educators</p>	<p>None</p>

Licensed Vocational Nurse

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>The California Board of Vocational Nursing and Psychiatric Technicians</p> <p>916.263.7800</p> <p>www.bvnpt.ca</p>	<p>Hospital</p> <p>Rehabilitation Center</p> <p>Long-Term Care Facility</p> <p>Home Care</p> <p>School</p> <p>Medical Office</p> <p>Urgent Care</p> <p>Geropsychiatric Center</p> <p>Resident Care Facility</p> <p>Vocational Training Center</p>	<p>Licensed Vocational Nurses (LVNs) are NOT independent practitioners. They must practice under the direction of a licensed physician or Registered Nurse (RN) at all times. The LVN may not perform that part of the triage process that includes independent evaluation, interpretation of data, and determination of treatment priorities and levels of care. The LVN may not make a medical or nursing diagnosis. LVNs perform and document basic assessments on assigned patients in emergency and non-emergency situations. A basic assessment is defined as the collection of subjective and objective data and recognition of problems or abnormal conditions specific to the patient.</p> <p>The LVN may perform a psychosocial assessment. The LVN may not perform a comprehensive assessment. The LVN may provide input on the development of a nursing care plan for assigned patients. The LVN may not assume responsibility for determining nursing interventions for specific patients. The LVN may implement, under the direction of a physician or the RN, only those parts of the nursing care plan that are within the licensee's scope of practice. If an abnormality is suspected and there are no relevant physician orders for intervention, the LVN may complete a basic assessment and report all findings to the physician or RN. The LVN may, in a genuine emergency, perform lifesaving nursing procedures. Such procedures include basic cardio-pulmonary resuscitation and management of assaultive behavior.</p>	<p>\$36,000 Annual</p>	<p>Educator</p> <p>Counselor</p> <p>Consultant</p> <p>Researcher</p> <p>Manager</p> <p>Advocate</p> <p>Clinician</p>	<p>Registered Nurse</p> <p>Medical Assistant</p> <p>Nursing Assistant</p> <p>Dialysis Technician</p>

Summary of Scope of Practice, Standard of Practice Services Provided

The LVN may not perform endotracheal intubation. The LVN may not administer emergency medications intravenously or via endotracheal tube. The LVN may withdraw blood from a patient. The LVN may remove casts. The LVN may not close a wound using sutures, staples, or clips. The LVN may remove sutures, staples, and clips in uncomplicated cases. The LVN may receive and record verbal orders from physicians to administer medications and/or treatments. The LVN may administer medications via the following routes: oral, intradermal, subcutaneous, sublingual, intramuscular, instillation, suppository, topical, and irrigation. The LVN may perform bladder and eye irrigation, provided the irrigant is specified by the physician, including type of solution and quantity. The LVN may not administer intravenous medications. The LVN may not dispense medications. The LVN may insert a saline lock intravenous device and inject sterile normal saline into the tubing. The LVN may not attempt to remove an occlusion by aspiration or other means. The LVN may not initiate or superimpose intravenous fluids into a peripheral site if the infusate contains medications. The LVN may assess peripheral insertion sites so that the intravenous infusion is consistent with orders of the supervising physician. The LVN may assess the site so that the area is non-infected.

Marriage and Family Therapist

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License/ Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>EDUCATION:</p> <p>Two-year Master's Degree from an accredited school in marriage, family, and child counseling, marriage and family therapy,</p> <p>PRACTICUM:</p> <p>150 hours of face-to-face experience counseling individuals, couples, families, or groups.</p>	<p>CA Board of Behavioral of Sciences (BBS)</p> <p>916.574.7830</p> <p>www.bbs.ca.gov</p>	<p>Private Practice</p> <p>Nonprofit, Charitable Organization</p> <p>County Agency</p> <p>Licensed Health Care Facility</p> <p>School</p>	<p>Social Work is defined as a service in which a special knowledge of social resources, human capabilities, and the part that unconscious motivation plays in determining behavior is directed at helping people to achieve more adequate, satisfying, and productive social adjustments.</p> <p>The types of services provided are: (1) counseling using applied psychotherapy with individuals, families or groups, (2) providing information of referral services, (3) arranging for provision of services, (4) interpreting psychological aspects in various situations of individuals and groups, (5) helping communities to improve social or health services, and (6) research.</p>	<p>\$66,000 Annual</p>	<p>Case Management</p>	<p>In response to Dept. of Corrections and Rehabilitation (CDCR) to change title and broaden education and licensing qualifications of LMFT. This would allow LMFT to be considered in hiring process for CDCR.</p>

Medical Assistant

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License/ Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>Certification as Medical Assistant is required to teach in a Medical Assistant program.</p> <p>THREE CERTIFICATION POSSIBILITIES:</p> <p>State: CCMA— California Certified Medical Assistant</p> <p>National: RMA— Registered Medical Assistant</p> <p>CMA— Certified Medical Assistant</p>	<p>Medical Board of California 800.633.2322 www.mbc.ca.gov</p> <p>CERTIFICATION BOARDS:</p> <p>CA Certifying Board for Medical Assistants 866.622.2262 www.ccbma.org</p> <p>American Medical Technologists (AMT) 847.823.5169 www.americanmedtech.org</p> <p>American Association of Medical Assistants 800.228.2262 www.aama-ntl.org</p>	<p>Medical Office</p> <p>Clinic</p>	<p>Medical Assistants (MA, CMA, RMA, CCMA) perform non-invasive routine technical support services under the supervision of a licensed physician and surgeon, podiatrist, physician assistant, nurse practitioner, or nurse midwife.</p> <p>The supervisor must be on the premises in order for the medical assistant to perform non-invasive technical support services. In the absence of the physician supervisor, the supervision authority may be delegated to a Nurse Practitioner, Certified Nurse Midwife or physician.</p> <p>Medical Assistants may not work for inpatient care in licensed acute care hospitals.</p>	<p>\$34,440 Annual</p>	<p>Front or Back Office</p>	<p>Certified Nursing Assistant</p> <p>Registered Nurse</p>

Mental Health Specialist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
None	Private, Community and/or Forensic Mental Health Agency State Hospital Program Serving Mentally Disabled/Disordered Prison Halfway Center	Perform complex technical and staff support duties in various mental health programs up to and including program development and implementation, tracking compliance, functioning as a medical assistant for preliminary intake.	\$42,000 Annual	Behavior Interventionist Behavioral Health Specialist Facilitator Autism Behavioral Specialist Mental Health Rehabilitation Specialist Project Coordinator	None

Mental Health Worker

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
None	Hospital Clinic Private Agency Camp Halfway House Rehabilitation Center State Prison	The Mental Health Worker is responsible for participating in the care of psychiatric clients within the limitations of training and experience of a mental health worker. They: (a) Assist in making individualized care plans, including assisting in treatment in accordance with treatment and program goals; (b) Assist in creating and maintaining a therapeutic milieu; (c) Document observations and interventions according to policies and procedures; (d) Assist with admission and discharge with orientation to facility; and (e) Conduct/Lead client therapy groups as assigned.	\$35,000 Annual	Mental Health Rehabilitation Specialist Community Mental Health Worker Peer Advocate	None

Occupational Therapist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>California Board of Occupational Therapy</p> <p>916.263.2294</p> <p>www.bot.ca.gov</p>	<p>Hospital (Acute In-patient and specialty focused)</p> <p>Rehabilitation Facility</p> <p>Psychiatric Hospital</p> <p>Long-Term Care Facility</p> <p>Outpatient Clinic</p> <p>Prison</p> <p>School</p> <p>Shelter</p> <p>Group Home</p> <p>Residence</p> <p>Wellness and Fitness Center</p> <p>Hospice</p> <p>Transitional Living Facility</p> <p>Industry and Business</p> <p>Community Mental Health Facility</p>	<p>Occupational Therapists practice therapeutic uses of purposeful and meaningful goal-directed activities that engage the individual's body and mind in meaningful, organized, and self-directed actions to maximize independence, prevent or minimize disability, and maintain health.</p> <p>Occupational therapy (OT) services encompass OT assessment, treatment, education of, and consultation with, individuals who have been referred for occupational therapy services subsequent to diagnosis of disease or disorder (or who are receiving OT services as part of an Individualized Education Plan [IEP] pursuant to the federal Individuals with Disabilities Education Act [IDEA]).</p> <p>Occupational therapists assess and identify performance abilities and limitations that are necessary for self-maintenance, learning, work, and other similar meaningful activities.</p> <p>OT treatment is focused on developing, improving, or restoring functional daily living skills, compensating for and preventing dysfunction, or minimizing disability. OT techniques that are used for treatment involve teaching activities of daily living (excluding speech-language skills); designing or fabricating selective temporary orthotic devices, and applying or training in the use of assistive technology or orthotic and prosthetic devices (excluding gait training).</p> <p>OT consultation provides expert advice to enhance function and quality of life. Consultation or treatment may involve modification of tasks or environments to allow an individual to achieve maximum independence. Services are provided individually, in groups, or through social groups.</p>	\$90,000 Annual	None	Physical Therapy

Occupational Therapy Assistant

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>California Board of Occupational Therapy</p> <p>916.263.2294</p> <p>www.bot.ca.gov</p>	<p>Hospital (Acute Inpatient and specialty focused)</p> <p>Rehabilitation Facility</p> <p>Psychiatric Hospital</p> <p>Long-Term Care Facility</p> <p>Outpatient Clinic</p> <p>Prison</p> <p>School</p> <p>Shelter</p> <p>Group Home</p> <p>Residence</p> <p>Wellness and Fitness Center</p> <p>Hospice</p> <p>Transitional Living Facility</p> <p>Industry and Business</p> <p>Community Mental Health Facility</p>	<p>Occupational Therapist Assistants practice therapeutic uses of purposeful and meaningful goal-directed activities which engage the individual's body and mind in meaningful, organized, and self-directed actions that maximize independence, prevent or minimize disability, and maintain health.</p> <p>The Occupational Therapist Assistant develops, implements and evaluates the patient treatment plan in partnership and under the supervision of the supervising Occupational Therapist.</p> <p>The Occupational Therapist Assistant may supervise Level I and II Occupational Therapy students.</p>	<p>\$45,000 Annual</p>	<p>None</p>	<p>None</p>

Optician & Dispensing Optician

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Profession	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Optician Dispensing Optician	California State Board of Optometry 916.575.7170 www.optometry.ca.gov	Optometrist or Ophthalmologist Office Storefront Dispensing Lab	Opticians are technicians trained to design, verify, and fit eyeglass lenses and frames, contact lenses, and other devices to correct eyesight. They use prescriptions supplied by ophthalmologists or optometrists, but do not test vision or write prescriptions for visual corrections. Opticians are not permitted to diagnose or treat eye disease.	\$45,000 Annual	None	Ophthalmologist Optometrist

Optometrist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>California Board of Optometry</p> <p>916.575.7170</p> <p>www.optometry.ca.gov</p>	<p>Private Office</p> <p>Group Practice</p> <p>Integrated Practice with Ophthalmologist</p>	<p>Optometrists (OD) are independent primary health care providers for the eye. Optometrists diagnose, treat, and manage diseases, injuries, and disorders of the visual system, the eye, and associated structures as well as identifying systemic conditions affecting the eye. Optometrists prescribe medications, corrective lenses, glasses and contacts—perform certain minor surgical procedures. Optometrists counsel patients regarding surgical and non-surgical procedures.</p> <p>Sub-specialty areas include:</p> <ul style="list-style-type: none"> • Low vision rehabilitation • Primary Eye Care • Geriatric • Family Eye Care • Sports Vision • Vision therapy <p>California does not allow Optometrists to practice laser procedures.</p>	\$130,000 Annual	None	<p>Ophthalmologist</p> <p>Optician</p> <p>May serve as a partner with primary providers in the detection and early intervention of chronic disease</p>

Naturopathic Doctor

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>The Naturopathic Medicine Committee of the Osteopathic Medical Board of California</p> <p>916.822.5246</p> <p>www.ombc.ca.gov</p>	Clinic	<p>Naturopathic Doctors (NDs) practice a distinct and comprehensive system of primary health care for the diagnosis, treatment, and prevention of human health conditions, injuries, and disease. They dispense, administer, order, and prescribe or perform the following: (1) Food, extracts of food, nutraceuticals, vitamins, amino acids, minerals, enzymes, botanicals and their extracts, botanical medicines, homeopathic medicines, all dietary supplements and nonprescription drugs (testosterone and HCG require a DEA number); (2) Hot or cold hydrotherapy; (3) naturopathic physical medicine inclusive of the manual use of massage, stretching, resistance, or joint play examination but exclusive of small amplitude movement at or beyond the end range of normal joint motion; (4) electromagnetic energy; (5) colon hydrotherapy; (6) therapeutic exercise; (7) order lab tests as well as diagnostic and imaging studies; (8) perform physical exams, including gynecological exams; (9) order lab tests as well as diagnostic and imaging studies; (10) perform CLIA waived tests in office, such as urinalyses and pregnancy - however, this requires applying for lab director status; (11) collect gynecological and venipuncture specimens; (12) Under MD/DO supervision, prescribe legend and Schedule IV-V controlled substances, and prescribe Schedule III drugs under a patient-specific protocol checked by a supervising MD or DO; (13) Administer IV/IM/SC Injections and IV preparations. NDs hire Naturopathic Assistants.</p> <p>NDs Cannot: (1) Identify themselves as physicians; (2) Prescribe Schedule I-II drugs; (3) Perform Grade 5 manipulations; (4) Perform or interpret diagnostic or imaging studies; (5) Suture; (6) Practice midwifery (unless they are licensed midwives); (7) Perform Acupuncture; or (8) Hire and give orders to medical personnel beyond naturopathic medical assistants.</p>	\$100,000 Annual	None	<p>Physician</p> <p>Licensed Midwife</p> <p>Nurse Practitioner</p> <p>Phlebotomist</p>

Naturopathic Assistant

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>The Naturopathic Medicine Committee of the Osteopathic Medical Board of California</p> <p>916.822.5246</p> <p>www.ombc.ca.gov</p>	Clinic	<p>Naturopathic Assistants are unlicensed personnel who may: (1) Administer medication by intradermal, subcutaneous, or intramuscular injections; (2) Perform skin tests; (3) Perform venipuncture or skin puncture in order to draw blood; (4) Administer medications orally, sublingually, topically, vaginally, rectally, or by inhalation, as well as give medication to patients; (5) Apply and remove bandages; (6) Collect specimens for testing; (7) Collect and record patient data including blood pressure and pulse; and (8) Perform simple lab and screening tests customarily performed in a medical office.</p> <p>Naturopathic Assistants shall be under the supervision of a Naturopathic Doctor who is physically present in the treatment facility during the performance of these procedures.</p>	\$30,000 Annual	Front and Back Office Duties	<p>Phlebotomy</p> <p>Nursing Assistant</p> <p>Medical Assistant</p>

Nurse Practitioner

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License/ Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>License: Registered Nurse</p> <p>Certificate: Advanced Practice Registered Nurse— Nurse Practitioner</p>	<p>California Board of Registered Nursing</p> <p>916.322.3350</p> <p>www.rn.ca. gov</p>	<p>Hospital Medical Office/ Clinic</p>	<p>The nurse practitioner (NP) is a registered nurse who possesses additional preparation and skills in physical diagnosis, psychosocial assessment and management of health-illness needs in primary health care. The NP does not have an additional scope of practice beyond the usual RN scope and must rely on standardized procedures for authorization to perform overlapping medical functions.</p> <ul style="list-style-type: none"> • Direct and indirect patient care services • Disease prevention • Administration of medications and therapeutic agents to implement a treatment, disease prevention or rehabilitation program ordered by and within the scope of a physician, dentist, podiatrist and clinical psychologist. • Skin tests, immunization techniques, and withdrawal of blood from veins and arteries • California does not allow independent NP practice or prescribing authority without physician oversight. <p>(CONTINUED)</p>	<p>\$122,000</p>	<p>NPs may work in all health care settings or specialize in areas of interest; e.g., Adult/Pediatric, Critical-Care, OB/GYN, Emergency services, etc.</p>	<p>Physician under standardized procedures that may include but are not limited to: bone marrow biopsy and aspiration, bone marrow and peripheral blood stem cell infusions, central venous/ femoral catheter removal, pacemaker re-programming, arterial line insertion, chest tube insertion, endotracheal intubation, arterial line insertion.</p> <p>Physician Assistant</p>

Summary of Scope of Practice, Standard of Practice Services Provided

A supervising physician and surgeon at the community clinic or free clinic as licensed pursuant to Health and Safety Code 1204 may, at his or her discretion, in consultation with the nurse practitioner provide written instructions to be followed by a medical assistant in the performance of tasks or supportive services. The written instructions may provide that a supervisory function of the medical assistant for these tasks or supportive services may be delegated to the nurse practitioner and that tasks may be performed when the supervising physician and surgeon are not on site.

Paramedic

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
California Emergency Medical Services Authority 916.322.4336 www.emsa. ca.gov	Ambulance Emergency Department Fire Department Cruise Ship	Paramedics perform Basic Life Support, optional skills (such as medication administration that vary by county) patient assessment, advanced first aid and OTC medications with LEMSA approval, transportation of ill and injured persons, use of adjunctive breathing aids, administration of oxygen, automated external defibrillator, cardiopulmonary resuscitation, use of tourniquets and hemostatic dressings for bleeding control, pulse oximetry, humidifiers, continuous positive airway pressure, laryngoscope, endotracheal (ET) intubation (adults, oral), Valsalva Maneuver, needle thoracostomy and cricothyroidotomy, naso/orogastric tube insertion/ suction, monitor thoracostomy tubes, monitor/adjust potassium (< 40 mEq/L) IV lines, utilization and monitoring of electrocardiographic devices, administer 25 medications, BPAP (Bi-level positive airway pressure)/PEEP (Positive end-expiratory pressure)	\$44,000 Annual	Surgical Technicians	Physician Registered Nurse Emergency Medical Technician Respiratory Therapist

Pharmacist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>California State Board of Pharmacy</p> <p>916.574.7900</p> <p>www.pharmacy.ca.gov</p>	<p>Licensed Health Care Facility</p> <p>Home Health Agency</p> <p>Community Pharmacy</p>	<p>Pharmacists practice in a dynamic, patient-oriented health service that applies a scientific body of knowledge to improve and promote patient health by means of appropriate drug use, drug related therapy and communication for clinical and consultative purposes.</p> <p>Pharmacists (1) Furnish a reasonable quantity of compounded drug product to a prescriber for office use by the prescriber; (2) Transmit a valid prescription to another pharmacist; (3) Administer drugs and biological products that have been ordered by a prescriber.</p> <p>Pharmacy practice is continually evolving to include more sophisticated and comprehensive patient care activities. The California legislature further declares that pharmacists are health care providers who have the authority to provide health care services.</p> <p>(CONTINUED)</p>	\$123,000 Annual	Healthcare Provider	Physician Registered Nurse

Profession	License/Certification	Summary of Scope of Practice, Standard of Practice Services Provided
<p>Advanced Practice Pharmacist</p> <p><i>(same as Pharmacist except in two areas)</i></p>	<p>Hold an active license to practice pharmacy AND satisfy any two of the following criteria:</p> <p>(A) Earn certification in a relevant area of practice, including, but not limited to, ambulatory care, critical care, geriatric pharmacy, nuclear pharmacy, nutrition support pharmacy, oncology pharmacy, pediatric pharmacy, pharmacotherapy, or psychiatric pharmacy, from an organization recognized by the Accreditation Council for Pharmacy Education or another entity recognized by the board.</p> <p>(B) Complete a postgraduate residency through an accredited postgraduate institution where at least 50 percent of the experience includes the provision of direct patient care services with interdisciplinary teams.</p> <p>(C) Have provided clinical services to patients for at least one year under a collaborative practice agreement or protocol with a physician, advanced practice pharmacist, pharmacist practicing collaborative drug therapy management, or health system.</p>	<p>Advanced Practice Pharmacists perform procedures or functions as part of the care provided by a health care facility, a licensed home health agency, a licensed clinic in which there is physician oversight, a provider who contracts with a licensed health care service plan with regard to the care or services provided to the enrollees of that health care service plan, or a physician.</p> <p>These procedures or functions include: (1) Performs patient assessments,; (2) Orders and interprets drug therapy-related tests; (3) Refers patients to other health care providers; (4) Participates in the evaluation and management of diseases and health conditions in collaboration with other health care providers; (5) Initiates, adjusts, or discontinues drug therapy; (a) A pharmacist who adjusts or discontinues drug therapy shall promptly transmit written notification to the patient's diagnosing prescriber or enter the appropriate information in a patient record system shared with the prescriber, as permitted by that prescriber. A pharmacist who initiates drug therapy shall promptly transmit written notification to, or enter the appropriate information into, a patient record system shared with the patient's primary care provider or diagnosing provider, as permitted by that provider. (b) A pharmacist who orders and interprets tests shall ensure that the ordering of those tests is done in coordination with the patient's primary care provider or diagnosing prescriber, as appropriate, including promptly transmitting written notification to the patient's diagnosing prescriber or entering the appropriate information in a patient record system shared with the prescriber, when available and as permitted by that prescriber; (6) Manufacture, measure, fit to the patient, or sell and repair dangerous devices, or furnish instructions to the patient or the patient's representative concerning the use of those devices; (7) Provide consultation, training, and education to patients about drug therapy, disease management, and disease prevention.</p>

Pharmacy Technician

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
California State Board of Pharmacy 916.574.7900 www.pharmacy.ca.gov	Licensed Health Care Facility Home Health Agency Community Pharmacy	A pharmacy technician may perform packaging, manipulative, repetitive, or other nondiscretionary tasks, only while assisting, and while under the direct supervision and control of a pharmacist.	\$40,000 Annual	None	None

Phlebotomist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
California Department of Public Health 916.558.1784 www.cdph.ca.gov	Hospital Outpatient Office Diagnostic Laboratory	<p>Limited Phlebotomy Technician, Certified Phlebotomy Technician I and Certified Phlebotomy Technician II shall perform skin punctures under the supervision of a licensed physician and surgeon, licensed physician assistant, licensed clinical laboratory, registered nurse, licensed clinical laboratory scientist or a designee. The supervisor shall review the work at least once a month and be accessible to the location where the technician is working to provide on-site, telephone or electronic consultation when blood is being collected; document competency at least annually.</p> <p>In addition: Certified Phlebotomy Technician II shall be limited to performing arterial punctures only when a licensed physician and surgeon, licensed physician assistant, licensed clinical laboratory bioanalyst, registered nurse, licensed clinical laboratory scientist or a respiratory care practitioner is present at the location during performance of an arterial puncture.</p>	\$33,000 Annual	None	Clinical Laboratory Scientist Registered Nurse Licensed Vocational Nurse Respiratory Therapist

Physical Therapist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Physical Therapy Board of California 916.561.8200 www.ptbc.ca.gov	Hospital Acute Rehabilitation Facility Long-Term Care Facility Outpatient Clinic Home Health School Sport Team Fitness Facility Corporation Private Practice	<p>Physical Therapists practice the art and science of physical or corrective rehabilitation or of physical or corrective treatment of any bodily or mental condition of any person by the use of the physical, chemical, and other properties of heat, light, water, electricity, sound, massage, and active, passive, and resistive exercise, and shall include physical therapy evaluation, treatment planning, instruction and consultative services.</p> <p>A licensed Physical Therapist may apply topical medications as part of the practice of physical therapy.</p> <p>A Physical Therapist may, upon specified authorization of a physician and surgeon, perform tissue penetration for the purpose of evaluating neuromuscular performance as a part of the practice of physical therapy, provided the physical therapist is certified by the board to perform the tissue penetration and evaluation and provided the physical therapist does not develop or make diagnostic or prognostic interpretations of the data obtained.</p> <p>The use of roentgen rays and radioactive materials, for diagnostic and therapeutic purposes, and the use of electricity for surgical purposes, including cauterization, are not authorized under the term "physical therapy" and a license issued does not authorize the diagnosis of disease.</p> <p>California allows for direct access to Physical Therapists. Patients can self-refer without a MD referral for 45 calendar days or 12 visits, whichever occurs first. Medicare regulations prohibit payment for patient self-referral unless MD signs off on the plan of care.</p>	\$151,000 Annual	<p>Wound Specialist</p> <p>Sports Injury Prevention Specialist</p> <p>Ortho Injury Specialist</p>	<p>Kinesiology</p> <p>Physician</p> <p>Physician Assistant</p> <p>Nurse Practitioner</p>

Physical Therapy Assistant

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Physical Therapy Board of California 916.561.8200 www.ptbc.ca.gov	Hospital Acute Rehabilitation Facility Long-Term Care Facility Outpatient Clinic Home Health School Sport Team Fitness Facility Corporation	Physical Therapist Assistants (PTAs) work as part of a team to provide physical therapy services under the direction and supervision of the physical therapist. PTAs implement selected components of patient/client interventions (treatment), obtain data related to the interventions provided, and make modifications in selected interventions either to progress the patient/client as directed by the physical therapist or to ensure patient/client safety and comfort. A physical therapist assistant shall not perform any evaluation of a patient or prepare a discharge summary. The supervising physical therapist shall determine which elements of the treatment plan, if any, shall be assigned to the physical therapist assistant. Assignment of patient care shall be commensurate with the competence of the physical therapist assistant. A licensed physical therapist shall at all times be responsible for the extent, kind, quality, and documentation of all physical therapy services provided by the physical therapist assistant.	\$60,000 Annual	None	Registered Nurse Licensed Vocational Nurse

Physician

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Profession	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Doctor of Medicine	Medical Board of California 916.263.2382 www.mbc.ca.gov	Hospital Rehabilitation Facility Long-Term Care Community Clinic Private Clinic Schools	<p>The role of the Doctor of Medicine (MD) involves diagnosis, treatment, or correction of human conditions, ailments, diseases, injuries, or infirmities, whether physical or mental, by any means, methods, devices, or instruments.</p> <p>Physicians are responsible for the ultimate overall care of the patient. Physicians determine the need for referrals to, or consultations with another physician/specialist. Physicians have full prescriptive authority.</p>	\$198,000 Annual	Infection Control Informatics Risk Management Quality Administration Leadership Education Home Healthcare Hospice Consultant Travel Medicine	Physician Assistant Nurse Practitioner Pharmacy Midwife Respiratory Therapy Physical Therapy Occupational Therapy Chiropractor Dentist
Doctor of Osteopathic Medicine	Osteopathic Medical Board of California 916.822.5246 www.ombc.ca.gov	Patient Home Cruise Ship Sports Team Armed Service	<p>Doctors of Osteopathic (DO) medicine practice all aspects of medicine and may specialize in any medical specialty or sub-specialty. They use all of the resources of modern medicine to prevent, detect, and treat disease, but they also offer their patients additional aspects of care.</p> <p>Osteopathic Physicians are specially trained to perform Osteopathic Manipulative Treatment (OMT), a method in which they use their hands to diagnose and treat the patient, giving particular attention to muscles and nerves, joints, bones. OMT is employed to relieve pain and discomfort and, even more importantly, to encourage the body's natural tendency toward good health.</p>			

Physician Assistant

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>Medical Board of California</p> <p>916.561.8780</p> <p>www.mbc.ca.gov</p>	<p>Hospital</p> <p>Out-Patient Facility</p> <p>Hospice</p> <p>Residential Facility</p>	<p>A Physician Assistant (PA) is directed by a supervising physician and acts as an agent for that physician performing many of the same diagnostic, preventative and health maintenance services. The medical specialty practiced by the supervising physician limits the PA scope of practice to that specialty. These services include, but are not limited to, the following:</p> <ul style="list-style-type: none"> • Taking health histories • Performing physical examinations • Ordering X-rays and laboratory tests • Ordering respiratory, occupational or physical therapy treatments • Performing routine diagnostic tests • Establishing diagnoses • Treating and managing patient health problems • Administering immunizations and injections • Instructing and counseling patients • Providing continuing care to patients in the home, hospital, or extended care facility • Providing referrals within the health care system • Performing surgical procedures • Providing preventative health care services • Acting as first or second assistants during surgery • Responding to life-threatening emergencies <p>(CONTINUED)</p>	<p>\$110,955 Annual</p>	<p>Physician Assistants may practice in all areas of medicine to include:</p> <p>Primary Care</p> <p>Family Medicine</p> <p>Pediatrics</p> <p>Obstetrics/Gynecology</p> <p>Emergency Medicine</p> <p>Surgery</p> <p>Orthopedics</p> <p>Psychiatry</p>	<p>Physician</p> <p>Registered Nurse</p> <p>Nurse Practitioner</p>

Summary of Scope of Practice, Standard of Practice Services Provided

PAs may not:

- Determine refractive states of the eye
- Fit or adapt lenses or frames
- Prescribe or direct the use of, or use any optical device in connection with ocular exercises, visual training or orthopedics
- Prescribe, fit or adapt contact lenses
- Engage in the practice of dentistry or dental hygiene or work as a dental auxiliary
- Physicians may not supervise more than 4 PAs at any moment in time

A PA must have physician oversight when both are at the same location or by telephone.

A supervising physician and/or surgeon at the community clinic or free clinic as licensed pursuant to Health and Safety Code 1204 may, at his or her discretion, in consultation with the physician assistant, provide written instructions to be followed by a medical assistant in the performance of tasks or supportive services. The written instructions may provide that a supervisory function of the medical assistant for these tasks or supportive services may be delegated to a physician assistant and that tasks may be performed when the supervising physician and surgeon are not on site.

Podiatrist, Podiatric Physician, Podiatric Surgeon

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Board of Podiatric Medicine of California 916.263.2647 www.bpm.ca.gov	Private office Group Practice Clinic Surgical Practice in Acute Care Facility	Podiatric medicine is a branch of the medical sciences devoted to the prevention, diagnosis, and treatment of foot disorders resulting from injury or disease. Considered the “most qualified” to treat the foot, a podiatrist makes independent judgements and performs or orders all necessary diagnostic tests. They perform surgery, prescribe medications and physical therapy. Podiatrists are educated in techniques involving surgery, orthopedics, dermatology, physical medicine and rehabilitation as well as competent in orthotics and interventions requiring braces.	\$180,000 Annual	Early Detection of Disease Health Promotion Identify Gait Issues Corrected with Braces or Orthotics Sports Medicine	Nursing Physical Therapy Primary Provider Overlap (Early detection chronic conditions) (Foot health at both ends of the life spectrum) Orthopedic Surgeon

Psychologist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
California Board of Psychology 916.574.7720 www.psychology.ca.gov	Hospital Prison Clinic Mental Health Facility Private Practice School Sports Team Armed Services	<p>The practice of psychology is: (a) defined as rendering or offering to render to individuals, groups, organizations, or the public any psychological service involving the application of psychological principles, methods, and procedures of understanding, predicting, and influencing behavior, such as the principles pertaining to learning, perception, motivation, emotions, and interpersonal relationships; and the methods and procedures of interviewing, counseling, psychotherapy, behavior modification, and hypnosis; and of constructing, administering, and interpreting tests of mental abilities, aptitudes, interests, attitudes, personality characteristics, emotions, and motivations. (b) The application of these principles and methods includes, but is not restricted to: assessment, diagnosis, prevention, treatment, and intervention to increase effective functioning of individuals, groups, and organizations. (c) Psychotherapy means the use of psychological methods in a professional relationship to assist a person or persons to acquire greater human effectiveness or to modify feelings, conditions, attitudes, and behaviors that are emotionally, intellectually, or socially ineffectual or maladaptive.</p>	\$180,000 Annual	Counselor Clinical Psychologist Coach Educational Psychologist	None

Psychologist Assistant

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
California Board of Psychology 916.574.7720 www.psychology.ca.gov	Hospital Prison Clinic Mental Health Facility Private Practice School Sports Team Armed Services	<p>The Psychologist Assistant is supervised by a licensed and board certified psychologist.</p> <p>Scope of Practice ranges from performing limited psychological functions in accordance with training (usually Master's prepared) to full practice when a PhD Candidate—under the supervision outlined above.</p>	\$47,000 Annual	None	None

Radiation Technologist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>California Department of Public Health; Radiologic Health Branch</p> <p>916.327.5106</p> <p>www.cdph.ca.gov</p>	<p>Acute Care Health Care Facility</p> <p>Outpatient Center</p> <p>Community Based Clinic</p>	<p>Radiation Technologists are legally capable of performing any diagnostic imaging procedure—although most procedures that may be considered invasive will require certification of additional training and education such as venipuncture or injection of contrast material. This can include x-rays, CT scans, mammograms, sonograms, and many other procedures.</p> <p><i>Note: An x-ray technician is a limited-service technician, and based on the state of practice, is usually only allowed to do x-rays of the limbs (hand, foot, wrist) and chest x-rays.</i></p>	<p>\$59,000 Annual</p>	<p>X-Ray Technician</p>	<p>Registered Nurse</p> <p>Physician</p>

Recreational Therapist Aide

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License / Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Voluntary Certification	California Board of Recreation and Park Certification 661.538.1332 www.cbrpc.org	Skilled Nursing Facility Community & Transitional Living Facility Community Outreach Special Olympics Recreation in Public Education Long-Term Care Facility Mental Health Inpatient & Outpatient Setting Homeless Community Program Developmental Disability Agency & Program Day Program for Children & Seniors Assisted Living Facility Parks and Recreation Services Private Recreational Facility & Organization	A Recreational Therapist Aide conducts and administers therapeutic recreational services at a paraprofessional level.	\$38,000 Annual	Camp Aide	None

Recreational Therapist

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License / Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Voluntary Certification	California Board of Recreation and Park Certification 661.538.1332 www.cbrpc.org	Skilled Nursing Facility Community & Transitional Living Facility Community Outreach Special Olympics Recreation in Public Education Long-Term Care Facility Mental Health Inpatient & Outpatient Setting Homeless Community Program Developmental Disability Agency & Program Day Program for Children & Seniors Assisted Living Facility Parks and Recreation Services Private Recreational Facility & Organization	Recreational Therapy is a service used to “restore, remediate and rehabilitate a person’s level of functioning and independence in life activities, to promote health and wellness as well as reduce or eliminate the activity limitations and restrictions to participation in life situations caused by an illness or disabling condition.”	\$58,000 Annual	Activity Director	None

Registered Dietitian or Registered Dietitian Nutritionist

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License / Certification	Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
Registration	Academy of Nutrition and Dietetics (AND) Commission on Dietetic Registration (CDR) 800.877.1600 www.cdrnet.org	Hospital Long-Term Care Facility Clinic Cafeteria Federal, State and Local Government Fitness Center Sports Team Individual Practice	The Registered Dietitian (RD) or Registered Dietitian Nutritionist (RDN) is a health care professional educated in nutrition and foods that translates scientific information into appropriate food choices to promote health and manage disease. RDs and RDNs provide medical nutrition therapy when prescribed by a physician and may provide nutrition-counseling services.	\$72,000 Annual	Clinical Dietitians/ Nutritionists Community Dietitians/ Nutritionists Management Dietitians May specialize and receive certification in the following areas: Oncology Nutrition, Sports Dietetics, Gerontological Nutrition, Pediatric Nutrition, Renal Nutrition, Advanced Diabetes Management, Family and Consumer Sciences, Nutrition Support Clinician, Advanced Health & Fitness Specialist, Certified Lactation Consultant, Group Fitness Instructor, Certified Diabetes Educator, Certified Lifestyle & Weight Management Consultant, Certified Personal Trainer	None

Registered Nurse

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
California Board of Registered Nursing 916-322-3350 www.rn.ca.gov	Hospital Out-Patient Centers Clinics Schools Home Care Hospice Industry Long-Term Care Facility Sport Venues Cruise Ship Rehabilitation Facility Camps	The practice of nursing means those functions, including basic health care, that help people cope with difficulties in daily living that are associated with their actual or potential health or illness problems or the treatment thereof, and that require a substantial amount of scientific knowledge or technical skill, including all of the following: (1) Direct and indirect patient care services that ensure the safety, comfort, personal hygiene, and protection of patients; and the performance of disease prevention and restorative measures. (2) Direct and indirect patient care services, including, but not limited to, the administration of medications and therapeutic agents, necessary to implement a treatment, disease prevention, or rehabilitative regimen ordered by and within the scope of licensure of a physician, dentist, podiatrist, or clinical psychologist. (3) The performance of skin tests, immunization techniques, and the withdrawal of human blood from veins and arteries. (4) Observation of signs and symptoms of illness, reactions to treatment, general behavior, or general physical condition, and (A) determination of whether the signs, symptoms, reactions, behavior, or general appearance exhibit abnormal characteristics, and (B) implementation, based on observed abnormalities, of appropriate reporting, or referral, or standardized procedures, or changes in treatment regimen in accordance with standardized procedures, or the initiation of emergency procedures.	\$95,000 Annual	Case Management Infection Control Infusion Therapy Informatics Risk Management Quality Administration Leadership Education Home Healthcare Hospice Financial Services Consultant	Respiratory Therapy Physical Therapy Occupational Therapy Physician Dentist Dialysis Technician

Respiratory Care Practitioner

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>California Respiratory Care Board</p> <p>916.999.2190</p> <p>www.rcb.ca.gov</p>	<p>Hospital</p> <p>Sub-Acute Facility</p> <p>Long-Term Care Facility</p> <p>Rehabilitation Facility</p> <p>Patient Home</p>	<p>Respiratory Care Practitioners (RCPs) evaluate, treat, and care for patients who are experiencing breathing difficulty or those with cardiopulmonary disease. Respiratory therapists work under the supervision of a physician yet maintain complete responsibility for respiratory procedures and treatments. They are able to make independent judgments on behalf of patients on life support, as well as work collaboratively with physicians and other health care providers in developing patient care plans.</p> <p>RCPs regularly perform critical lifesaving and life support procedures prescribed by physicians that directly affect major organs of the body. RCPs provide care directly to the patient in either a hospital setting or the patient's home. Patients may be suffering from lung cancer, emphysema, asthma, or cystic fibrosis, or may be premature infants whose lungs have not yet fully developed.</p> <p>Duties include: The diagnostic and therapeutic use of any of the following, in accordance with the prescription of a physician and surgeon: administration of medical gases, exclusive of general anesthesia; aerosols; humidification; environmental control systems and baromedical therapy; pharmacologic agents related to respiratory care procedures; mechanical or physiological ventilatory support; bronchopulmonary hygiene; cardiopulmonary resuscitation; maintenance of the natural airways; insertion without cutting tissues and maintenance of artificial airways; diagnostic and testing techniques required for implementation of respiratory care protocols; collection of specimens of blood; collection of specimens from the respiratory tract; analysis of blood gases and respiratory secretions.</p>	<p>\$62,000 Annual</p>	<p>Critical Care Transport</p>	<p>Physician</p> <p>Phlebotomist</p>

Speech Pathologist

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
<p>Department of Consumer Affairs</p> <p>Speech-Language Pathology & Audiology & Hearing Aid Dispensers Board</p> <p>916.263.2666</p> <p>www.speechandhearing.ca.gov</p>	<p>Hospital</p> <p>Rehabilitation Facility</p> <p>Long-Term Care Facility</p> <p>Community Clinic</p> <p>Private Clinic</p> <p>School</p> <p>Patient Home</p> <p>Cruise Ship</p> <p>Sports Team</p> <p>Armed Services</p> <p>Academia/ Research</p>	<p>Speech Pathologists work to prevent, assess, diagnose, and treat speech, language, social communication, cognitive-communication, and swallowing disorders in children and adults.</p> <p>Speech Pathologists work independently or as part of an interdisciplinary team.</p>	<p>\$82,000 Annual</p>	<p>Educator</p> <p>Consultant</p> <p>Researcher</p>	<p>Physician</p> <p>Occupational Therapist</p> <p>Registered Nurse</p> <p>Nurse Practitioner</p>

Surgical Technician

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Regulatory Agency	Location of Practice	Summary of Scope of Practice, Standard of Practice Services Provided	Average California Salary	Additional Roles This Profession May Serve	Profession Crossover to Other Scopes of Practice
National Board of Surgical Technology and Surgical Assisting 800.707.0057 www.nbtsa.org	Acute Care Hospital Community Based Surgical Center Private Office	Surgical technologists are co-responsible for the environmental disinfection, safety, and efficiency of the operating room.	\$53,000 Annual	Surgical Scrub Technologist Circulating Surgical Technologist Surgical First Assistant	Registered Nurse

MULTI-DISCIPLINARY CROSSWALK PROJECT TEAM

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